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# *Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty*

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Healthcare Workforce Data Center

December 2021

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*Over 8,500 Licensed Nurse Practitioners voluntarily participated in the 2020 and 2021 surveys. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Joint Boards of Nursing and Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

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## Results in Brief

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This is a special report created for the Committee of the Joint Boards of Nursing and Medicine. The report uses data from the 2020 and 2021 Nurse Practitioner Surveys. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of all NPs have access to the survey in any given year. Two years' worth of data, therefore, will allow all eligible Nurse Practitioners (NPs) the opportunity to complete the survey. The 2020 survey occurred between October 2019 and September 2020; the 2021 survey occurred between October 2020 and September 2021. The survey was available to all renewing NPs who held a Virginia license during the survey period and who renewed their licenses online. It was not available to those who did not renew, including NPs who were newly licensed during the survey period.

This report breaks down survey findings for certified registered nurse anesthetists (CRNA), certified nurse midwives (CNM), and Certified Nurse Practitioners (CNP). CNPs make up the highest proportion of NPs. Over 80% of NPs are CNPs whereas CNMs constitute only 3% of NPs. The full time equivalency units are also similarly distributed by specialty.

Nine of ten NPs are female; CNMs are nearly all female whereas slightly less than three-quarters of CRNAs are female; 93% of CNPs are female. The median age of all NPs is 44. The median age of CRNAs is 46 and the median age for CNPs is 44. CNMs have the lowest median age, 42. In a random encounter between two NPs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNMs were the least diverse with 32% diversity index; CRNAs and CNPs had 34% and 40% diversity indices, respectively. Overall, 12% of NPs work in rural areas. CNPs had the highest rural workforce participation; 13% of CNPs work in rural areas compared to 6% and 4% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 19% reporting a doctorate degree; only 13% of CNMs and 12% of CNPs did. Surprisingly, CNMs reported the highest median education debt of \$90k-\$100k, and more than half of CNMs had education debt. Over half of CNPs also reported education debt although they had the lowest median at \$60k-\$70k. CRNAs had \$80-\$90k in education debt but only 45% of them had education debt.

CRNAs also reported the highest median annual income; they reported \$120k-\$130k in median income. The average for all other NPs is \$100k-\$110k. Further, 85% of CRNAs reported more than \$120,000 in income compared to 34% of CNMs and 25% of CNPs. However, only 74% of CRNAs received at least one employer-sponsored benefit compared to 80% of CNMs and 85% of CNPs. Overall, 94% of NPs are satisfied with their current employment situation. However, only 92% of CNMs were satisfied compared to 97% of CRNAs and 94% of CNPs. A third of all NPs reported employment instability in the year prior to the survey, with CRNAs being most likely to report employment instability.

CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 89% of CNMs and 85% of CNPs. Meanwhile, CRNAs had the lowest percent working in federal, state, or local government. CRNAs and CNMs were most likely to be working in the inpatient department of hospitals whereas CNPs were most likely to work in primary care clinics. Only 12% of CRNAs used at least one form of electronic health record or telehealth compared to 28% of CNMs and 44% of CNPs. A quarter of CRNAs plan to retire within the next decade compared to 20% of CNMs and 17% of CNPs. About 43%, 34% and 38% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Meanwhile, 2%, 6%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not intend to retire.

In 2018, the General Assembly authorized the Joint Boards of Nursing and Medicine to promulgate regulations that would permit qualified nurse practitioners to practice autonomously after the completion of five years of clinical experience as a nurse practitioner under a practice agreement. The bill required that the Boards provide information regarding the practice of autonomously practicing NPs to committees of the General Assembly by November 2021. That report, which includes demographic, complaint, and disciplinary data, and suggested modifications to the provisions of the law, is now available<sup>1</sup>.

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<sup>1</sup> <https://rga.lis.virginia.gov/Published/2021/RD625/PDF>

**A Closer Look:**

**At a Glance:**

**Licensed NPs**

Total:	15,056
CRNA:	2,211
CNM:	421
CNP:	12,410

**Response Rates**

All Licensees: (2020 & 2021)	58%
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Source: Va. Healthcare Workforce Data Center

This report uses data from the 2020 and 2010 Nurse Practitioner Surveys, and licensure data retrieved in October 2021. Two years of survey data were used to get a complete portrait of the NP workforce since NPs are surveyed every two years in their birth month. Thus, every NP would have been eligible to complete a survey in only one of the two years. Newly licensed NPs do not complete the survey so they are excluded from the survey. From the licensure data, 2,211 of NPs reported their first specialty as CRNA; 421 had a first specialty of CNM, 12,410 had other first specialties. However, 2 CNMs reported two additional specialties and 55 reported one additional specialty. Eight CRNAs also reported one other specialty. “At a Glance” shows the break down by specialty. Over 83% are CNPs and about 3% are CNMs.

Response Rates				
	CRNA	CNM	CNP	Total
<b>Completed Surveys 2020</b>	665	126	3,232	<b>4,023</b>
<b>Completed Surveys 2021</b>	718	132	3,707	<b>4,557</b>
<b>Response Rate, all licensees</b>	63%	61%	56%	<b>57%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. An average of 57% of NPs submitted a survey in both 2020 and 2021. As shown above, the response rate was highest for CRNAs and lowest for CNPs.*

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2019 and September 2020, and between October 2020 and September 2021, on the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time frame.

**Not in Workforce in Past Year**

	CRNA	CNM	CNP	All 2021
<b>% of Licensees not in VA Workforce</b>	23%	20%	19%	<b>20%</b>
<b>% in Federal Employee or Military:</b>	9%	28%	14%	<b>14%</b>
<b>% Working in Virginia Border State or DC</b>	16%	19%	27%	<b>21%</b>

Source: Va. Healthcare Workforce Data Center

*CRNAs were most likely to not be working in the state workforce whereas CNPs were most likely to be working in border states.*

A Closer Look:

**At a Glance:**

**2020 and 2021 Workforce**

Virginia’s NP Workforce: 12,070  
 FTEs: 10,712

**Workforce by Specialty**

CRNA: 1,709  
 CNM: 341  
 CNP: 10,046

**FTE by Specialty**

CRNA: 2,053  
 CNM: 333  
 CNP: 8,956

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia’s Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's NP Workforce								
Status	CRNA		CNM		CNP		All (2020)	
	#	%	#	%	#	%	#	%
<b>Worked in Virginia in Past Year</b>	1,696	99%	325	95%	9,824	98%	11,783	98%
<b>Looking for Work in Virginia</b>	12	1%	16	5%	222	2%	287	2%
<b>Virginia's Workforce</b>	<b>1,709</b>	<b>100%</b>	<b>341</b>	<b>100%</b>	<b>10,046</b>	<b>100%</b>	<b>12,070</b>	<b>100%</b>
<b>Total FTEs</b>	<b>2,053</b>		<b>333</b>		<b>8,956</b>		<b>10,712</b>	
<b>Licensees</b>	<b>2,112</b>		<b>421</b>		<b>12,410</b>		<b>15,063</b>	

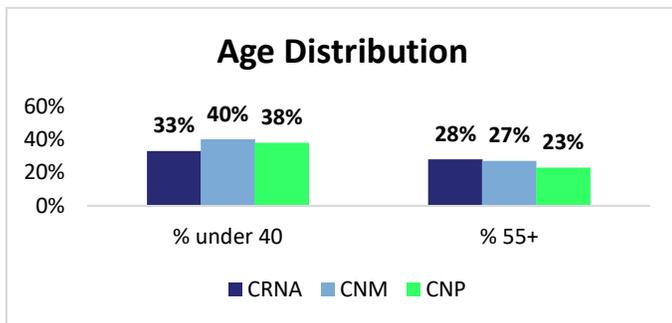
Source: Va. Healthcare Workforce Data Center

*CNPs provided about 80% of the nurse practitioner FTEs in the state. CRNAs provided 16% whereas CNMs provided 3% of the FTEs. 5% of CNMs in the state’s workforce were looking for work compared to 2% or less of the other NPs.*

**A Closer Look (All Nurse Practitioners in 2021):**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
<b>Under 30</b>	20	5%	406	95%	425	4%
<b>30 to 34</b>	135	8%	1,469	92%	1,603	15%
<b>35 to 39</b>	207	11%	1,746	89%	1,953	18%
<b>40 to 44</b>	157	10%	1,382	90%	1,539	14%
<b>45 to 49</b>	164	12%	1,185	88%	1,348	13%
<b>50 to 54</b>	127	11%	1,023	89%	1,150	11%
<b>55 to 59</b>	88	9%	871	91%	959	9%
<b>60 +</b>	170	10%	1,506	90%	1,676	16%
<b>Total</b>	<b>1,066</b>	<b>10%</b>	<b>9,588</b>	<b>90%</b>	<b>10,654</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Gender**

% Female: 90%

% Under 40 Female: 91%

**% Female by Specialty**

CRNA: 71%

CNM: 98%

CNP: 93%

**% Female <40 by Specialty**

CRNA: 74%

CNM: 96%

CNP: 93%

Source: Va. Healthcare Workforce Data Center

*CNMs have lowest median age of 42; median age is 46 for CRNAs and 44 for CNPs.*

**Age & Gender by Specialty**

Age	CRNA				CNM				CNP			
	Female		Total		Female		Total		Female		Total	
	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group
<b>Under 30</b>	14	75%	18	1%	13	100%	13	4%	341	92%	371	4%
<b>30 to 34</b>	162	76%	213	14%	56	100%	56	19%	1,421	94%	1,513	17%
<b>35 to 39</b>	187	71%	262	17%	46	91%	51	17%	1,402	94%	1,500	17%
<b>40 to 44</b>	195	77%	253	17%	43	100%	43	14%	1,299	93%	1,405	16%
<b>45 to 49</b>	111	66%	169	11%	24	100%	24	8%	985	92%	1,066	12%
<b>50 to 54</b>	107	64%	167	11%	30	100%	30	10%	934	91%	1,022	11%
<b>55 to 59</b>	105	73%	143	9%	21	100%	21	7%	675	95%	710	8%
<b>60 +</b>	191	67%	284	19%	60	100%	60	20%	1,262	95%	1,331	15%
<b>Total</b>	<b>1,071</b>	<b>71%</b>	<b>1,509</b>	<b>100%</b>	<b>293</b>	<b>98%</b>	<b>298</b>	<b>100%</b>	<b>8,320</b>	<b>93%</b>	<b>8,917</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look (All Nurse Practitioners in 2021):**

Race & Ethnicity (2021)					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	8,243	77%	3,028	76%
Black	19%	1,220	11%	441	11%
Asian	7%	630	6%	251	6%
Other Race	0%	106	1%	37	1%
Two or more races	3%	186	2%	70	2%
Hispanic	10%	324	3%	164	4%
<b>Total</b>	<b>100%</b>	<b>10,709</b>	<b>100%</b>	<b>3,991</b>	<b>100%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

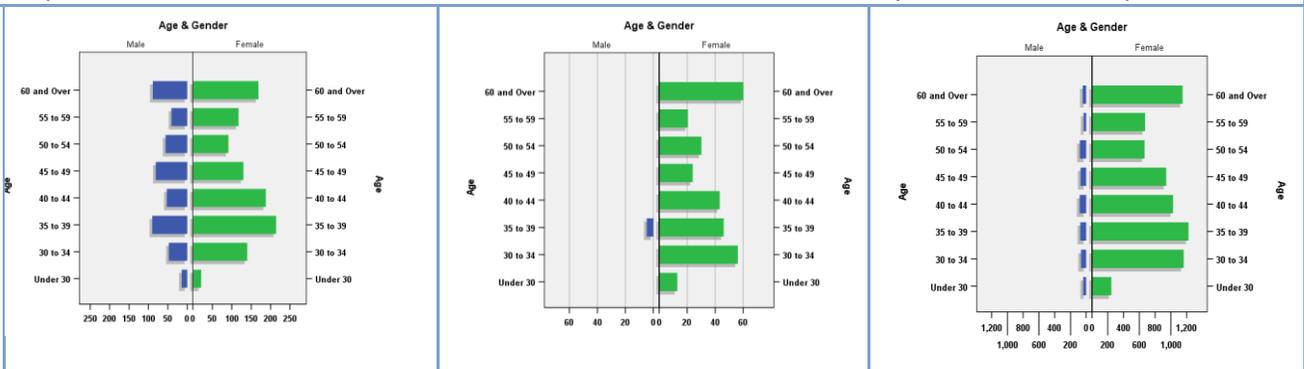
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**2021 Diversity**  
 Diversity Index: 39%  
 Under 40 Div. Index: 41%

**Diversity by Specialty**  
 CRNA: 34%  
 CNM: 32%  
 CNP: 40%

Age, Race, Ethnicity & Gender												
Race/ Ethnicity	CRNA				CNM				CNP			
	NPs		NPs under 40		NPs		NPs under 40		NPs		NPs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	1,207	81%	394	80%	244	81%	91	75%	6,844	76%	2,548	75%
<b>Black</b>	100	7%	29	6%	39	13%	21	17%	1,124	13%	412	12%
<b>Asian</b>	94	6%	27	5%	1	0%	0	0%	469	5%	200	6%
<b>Other Race</b>	20	1%	9	2%	3	1%	2	2%	88	1%	27	1%
<b>Two or more races</b>	29	2%	13	3%	2	1%	2	2%	155	2%	70	2%
<b>Hispanic</b>	45	3%	22	4%	11	4%	5	4%	271	3%	136	4%
<b>Total</b>	<b>1,495</b>	<b>100%</b>	<b>494</b>	<b>100%</b>	<b>300</b>	<b>100%</b>	<b>121</b>	<b>100%</b>	<b>8,951</b>	<b>100%</b>	<b>3,393</b>	<b>100%</b>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

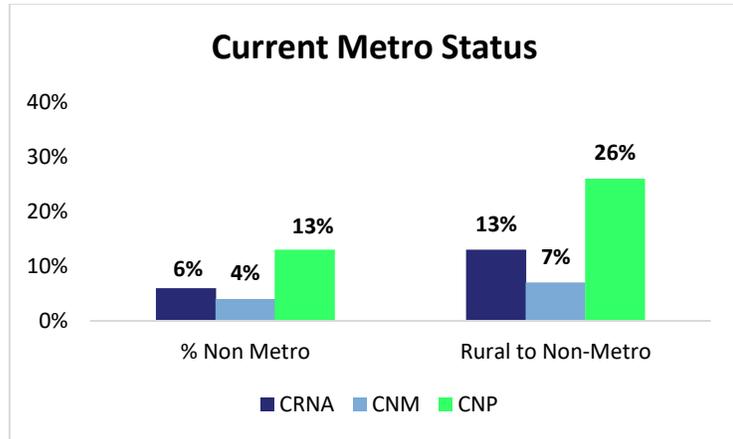
At a Glance:

**Rural Childhood**

CRNA:	28%
CNM:	32%
CNP:	36%
All:	34%

**Non-Metro Location**

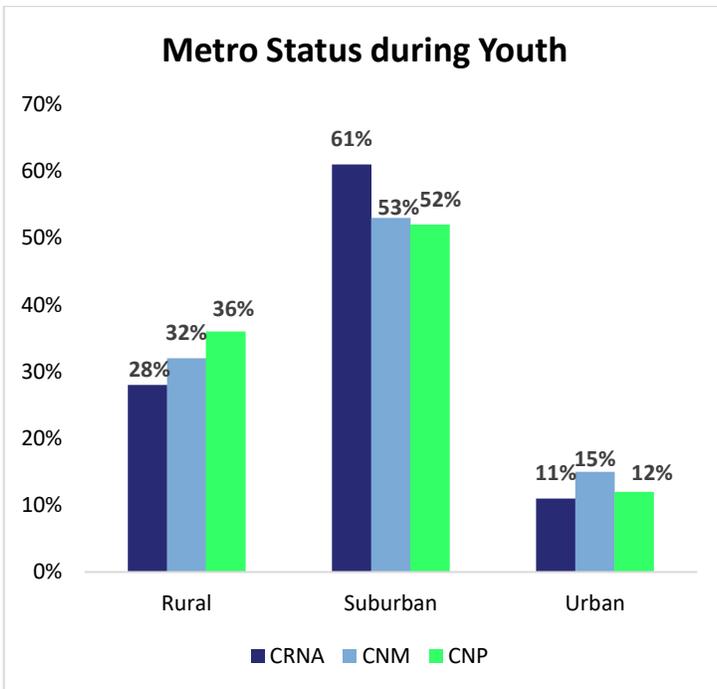
CRNA:	6%
CNM:	4%
CNP:	13%
All:	12%



Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	NP Degree in VA
CRNA	32%	35%	39%	44%
CNM	31%	33%	40%	27%
CNP	48%	55%	60%	55%
<b>All (2021)</b>	<b>44%</b>	<b>51%</b>	<b>56%</b>	<b>52%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*CNPs were most likely to have been educated in the state. CNMs were least likely to have obtained their NP education in the state. Also, CNPs had the highest percent reporting a non-metro work location.*

## Education

### A Closer Look:

#### At a Glance:

##### Median Educational Debt

CRNA:	\$80k-\$90k
CNM:	\$90k-\$100k
CNP:	\$60k-\$70k

Source: Va. Healthcare Workforce Data Center

*CNMs were most likely to carry education debt; 55% and 77% of all CNMs and of CNMs under age 40, respectively, had education debt. Their median debt at \$90k-\$100k was also the highest. CNPs had the lowest median education debt although over half of them also reported education debt.*

Degree	Highest Degree							
	CRNA		CNM		CNP		All (2021)	
	#	%	#	%	#	%	#	%
NP Certificate	126	9%	6	2%	91	1%	225	2%
Master's Degree	1,054	72%	211	72%	6,942	79%	8,159	78%
Post-Masters Cert.	15	1%	40	14%	740	8%	753	7%
Doctorate of NP	193	13%	28	10%	775	9%	1,043	10%
Other Doctorate	88	6%	8	3%	222	3%	303	3%
Post-Ph.D. Cert.	0	0%	0	0%	1	0%	2	0%
<b>Total</b>	<b>1,476</b>	<b>100%</b>	<b>293</b>	<b>100%</b>	<b>8,771</b>	<b>100%</b>	<b>10,485</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt							
	CRNA		CNM		CNP		All (2021)	
	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40
None	55%	33%	45%	23%	48%	37%	49%	38%
\$20,000 or less	6%	3%	5%	4%	8%	8%	8%	7%
\$20,000-\$29,999	3%	1%	2%	0%	4%	5%	4%	5%
\$30,000-\$39,999	3%	6%	2%	2%	4%	6%	4%	6%
\$40,000-\$49,999	3%	6%	3%	2%	4%	5%	4%	5%
\$50,000-\$59,999	2%	3%	7%	11%	4%	4%	3%	3%
\$60,000-\$69,999	2%	2%	2%	0%	4%	6%	4%	5%
\$70,000-\$79,999	2%	4%	3%	7%	4%	6%	4%	6%
\$80,000-\$89,999	2%	3%	2%	0%	3%	4%	3%	3%
\$90,000-\$99,999	2%	3%	1%	1%	3%	4%	3%	4%
\$100,000-\$109,999	2%	4%	6%	11%	3%	3%	3%	3%
\$110,000-\$119,999	2%	4%	1%	2%	2%	3%	2%	2%
\$120,000 or more	15%	29%	20%	37%	9%	10%	11%	13%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employed in Profession

CRNA:	98%
CNM:	91%
CNP:	95%

### Involuntary Unemployment

CRNA:	0%
CNM:	3%
CNP:	1%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Hours	Current Weekly Hours			
	CRNA	CNM	CNP	All (2021)
<b>0 hours</b>	1%	6%	3%	3%
<b>1 to 9 hours</b>	1%	4%	2%	2%
<b>10 to 19 hours</b>	3%	1%	3%	2%
<b>20 to 29 hours</b>	7%	7%	7%	7%
<b>30 to 39 hours</b>	24%	16%	21%	20%
<b>40 to 49 hours</b>	52%	35%	48%	48%
<b>50 to 59 hours</b>	8%	16%	11%	11%
<b>60 to 69 hours</b>	2%	11%	4%	4%
<b>70 to 79 hours</b>	0%	3%	1%	1%
<b>80 or more hours</b>	1%	2%	2%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Over half of CRNAs work 40-49 hours and 12% work more than 50 hours whereas about 32% of CNMs work more than 50 hours. Close to half of CNPs work 40-49 hours and 17% work more than 50 hours.*

## Current Positions

Positions	CRNA		CNM		CNP		All (2021)	
	#	%	#	%	#	%	#	%
<b>No Positions</b>	20	1%	16	6%	283	3%	327	3%
<b>One Part-Time Position</b>	217	15%	43	15%	1,192	14%	1,500	15%
<b>Two Part-Time Positions</b>	55	4%	7	2%	284	3%	338	3%
<b>One Full-Time Position</b>	922	63%	183	64%	5,633	66%	6,634	65%
<b>One Full-Time Position &amp; One Part-Time Position</b>	201	14%	28	10%	1,039	12%	1,204	12%
<b>Two Full-Time Positions</b>	2	0%	2	1%	36	0%	46	0%
<b>More than Two Positions</b>	53	4%	6	2%	126	1%	192	2%
<b>Total</b>	<b>1,470</b>	<b>100%</b>	<b>285</b>	<b>100%</b>	<b>8,593</b>	<b>100%</b>	<b>10,241</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Benefit	Employer-Sponsored Benefits*			
	CRNA	CNM	CNP	All (2021)
<b>Signing/Retention Bonus</b>	27%	21%	13%	15%
<b>Dental Insurance</b>	57%	51%	63%	62%
<b>Health Insurance</b>	58%	56%	65%	63%
<b>Paid Leave</b>	64%	70%	75%	73%
<b>Group Life Insurance</b>	53%	40%	51%	51%
<b>Retirement</b>	69%	64%	72%	73%
<b>Receive at least one benefit</b>	<b>74%</b>	<b>80%</b>	<b>85%</b>	<b>81%</b>

\*Wage and salaried employees receiving from any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Median Income**

CRNA: \$120k-\$130k  
 CNM: \$100k-\$110k  
 CNP: \$100k-\$110k  
 All (2021): \$100k-\$110k

**Percent Satisfied**

CRNA: 97%  
 CNM: 92%  
 CNP: 94%

Source: Va. Healthcare Workforce Data Center

*CRNAs reported \$120k-\$130k in median income. All other NPs, including CNMs, reported \$100k-\$110k in median income. CNMs were the least satisfied with their current employment situation whereas CRNAs were the most satisfied. 3% of CNMs reported being very dissatisfied whereas 2% or less of the other NPs reported being very dissatisfied.*

Annual Income	Income			
	CRNA	CNM	CNP	All (2021)
<b>Volunteer Work Only</b>	0%	1%	1%	1%
<b>Less than \$40,000</b>	2%	7%	5%	4%
<b>\$40,000-\$49,999</b>	0%	2%	2%	2%
<b>\$50,000-\$59,999</b>	1%	1%	3%	2%
<b>\$60,000-\$69,999</b>	1%	5%	4%	4%
<b>\$70,000-\$79,999</b>	1%	5%	6%	6%
<b>\$80,000-\$89,999</b>	1%	8%	9%	7%
<b>\$90,000-\$99,999</b>	2%	10%	14%	11%
<b>\$100,000-\$109,999</b>	4%	14%	19%	16%
<b>\$110,000-\$119,999</b>	3%	11%	13%	12%
<b>\$120,000 or more</b>	85%	34%	25%	35%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## Labor Market

### A Closer Look:

Employment Instability in Past Year				
In the past year did you . . . ?	CRNA	CNM	CNP	All (2021)
Experience Involuntary Unemployment?	7%	6%	3%	4%
Experience Voluntary Unemployment?	4%	6%	5%	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	2%	1%	4%	4%
Work two or more positions at the same time?	20%	13%	18%	17%
Switch employers or practices?	6%	10%	9%	8%
<b>Experienced at least 1</b>	<b>32%</b>	<b>29%</b>	<b>30%</b>	<b>30%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Involuntarily Unemployed

CRNA:	7%
CNM:	3%
CNP:	3%

#### Underemployed

CRNA:	2%
CNM:	3%
CNP:	4%

#### Over 2 Years Job Tenure

CRNA:	69%
CNM:	48%
CNP:	53%

Source: Va. Healthcare Workforce Data Center

Tenure	Job Tenure at Location					
	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
<b>Not Currently Working at this Location</b>	1%	5%	3%	3%	3%	7%
<b>&lt; 6 Months</b>	5%	8%	6%	10%	8%	15%
<b>6 Months-1 yr</b>	6%	12%	12%	16%	12%	16%
<b>1 to 2 Years</b>	18%	24%	29%	28%	24%	21%
<b>3 to 5 Years</b>	28%	28%	24%	23%	24%	22%
<b>6 to 10 Years</b>	16%	10%	12%	15%	14%	12%
<b>&gt; 10 Years</b>	25%	12%	14%	5%	15%	8%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*CNMs were most likely to be paid by salary or commission. Over 75% of them were paid that way, compared to 55% of CRNAs and 69% of CNPs.*

Primary Work Site	Forms of Payment			
	CRNA	CNM	CNP	All (2021)
<b>Salary/ Commission</b>	55%	79%	69%	66%
<b>Hourly Wage</b>	36%	14%	26%	28%
<b>By Contract</b>	10%	7%	5%	6%
<b>Unpaid</b>	0%	0%	1%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

% in Top 3 Regions

CRNA: 78%  
 CNM: 74%  
 CNP: 70%

2 or More Locations Now

CRNA: 29%  
 CNM: 21%  
 CNP: 22%

Source: Va. Healthcare Workforce Data Center

*For primary work locations, Northern Virginia has the highest proportion of CNMs and CRNAs whereas CNPs were most concentrated in both the Central and Northern Virginia regions.*

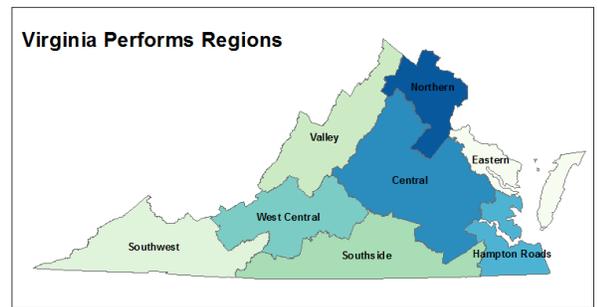
Regional Distribution of Work Locations						
Virginia Performs Region	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	27%	20%	19%	29%	25%	20%
Eastern	1%	0%	1%	0%	2%	2%
Hampton Roads	22%	24%	21%	14%	18%	17%
Northern	30%	28%	33%	15%	26%	23%
Southside	3%	2%	1%	0%	4%	3%
Southwest	3%	3%	1%	4%	7%	7%
Valley	2%	2%	10%	8%	6%	5%
West Central	9%	7%	14%	5%	10%	10%
Virginia Border State/DC	1%	4%	0%	18%	1%	3%
Other US State	2%	8%	0%	7%	1%	10%
Outside of the US	0%	1%	0%	0%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Locations	Number of Work Locations Now*					
	CRNA		CNM		CNP	
	#	%	#	%	#	%
0	25	2%	22	8%	361	4%
1	1,012	69%	202	72%	6,307	74%
2	177	12%	37	13%	1,098	13%
3	195	13%	18	7%	644	8%
4	31	2%	0	0%	76	1%
5	8	1%	2	1%	17	0%
6 +	17	1%	1	0%	49	1%
<b>Total</b>	<b>1,464</b>	<b>100%</b>	<b>281</b>	<b>100%</b>	<b>8,551</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

\*At survey completion (birth month of respondents)



**A Closer Look:**

Sector	Location Sector							
	CRNA		CNM		CNP		All (2021)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
<b>For-Profit</b>	55%	66%	60%	53%	52%	63%	52%	63%
<b>Non-Profit</b>	36%	26%	29%	28%	33%	26%	34%	26%
<b>State/Local Government</b>	4%	3%	4%	12%	9%	8%	8%	7%
<b>Veterans Administration</b>	2%	0%	0%	0%	3%	0%	3%	0%
<b>U.S. Military</b>	2%	4%	5%	7%	2%	1%	2%	3%
<b>Other Federal Government</b>	0%	0%	1%	0%	2%	1%	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 89% of CNMs and 85% of CNPs. Meanwhile, CRNAs had the lowest percent working in state, local or federal government.*

**At a Glance:  
(Primary Locations)**

**For-Profit Primary Sector**

CRNA: 55%  
CNM: 60%  
CNP: 52%

**Top Establishments**

CRNA: Inpatient Department  
CNM: Inpatient Department  
CNP: Clinic, Primary Care

Source: Va. Healthcare Workforce Data Center

Electronic Health Records (EHRs) and Telehealth	CRNA	CNM	CNP	All (2021)
	<b>Meaningful use of EHRs</b>	11%	21%	33%
<b>Remote Health, Caring for Patients in Virginia</b>	1%	14%	25%	6%
<b>Remote Health, Caring for Patients Outside of Virginia</b>	0%	3%	6%	2%
<b>Use at least one</b>	<b>12%</b>	<b>28%</b>	<b>44%</b>	<b>28%</b>

Source: Va. Healthcare Workforce Data Center

*More than a quarter of the state NP workforce used at least one EHR. 6% also provided remote health care for Virginia patients. CNPs were most likely to report using at least one EHR or telehealth whereas CRNAs were least likely to report doing so likely because of the nature of their job.*

Establishment Type	Location Type							
	CRNA		CNM		CNP		All (2020)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
<b>Clinic, Primary Care or Non-Specialty</b>	0%	1%	13%	2%	22%	16%	19%	12%
<b>Hospital, Inpatient Department</b>	39%	29%	19%	45%	15%	14%	18%	18%
<b>Physician Office</b>	1%	4%	13%	3%	9%	5%	8%	5%
<b>Academic Institution (Teaching or Research)</b>	11%	4%	8%	10%	7%	10%	8%	9%
<b>Private practice, group</b>	3%	2%	19%	9%	8%	5%	7%	4%
<b>Hospital, Outpatient Department</b>	12%	11%	3%	0%	6%	3%	7%	5%
<b>Clinic, Non-Surgical Specialty</b>	0%	2%	6%	5%	4%	4%	4%	3%
<b>Ambulatory/Outpatient Surgical Unit</b>	18%	28%	0%	0%	1%	1%	4%	6%
<b>Long Term Care Facility, Nursing Home</b>	0%	0%	0%	0%	4%	6%	3%	6%
<b>Hospital, Emergency Department</b>	3%	4%	0%	0%	2%	5%	3%	5%
<b>Mental Health, or Substance Abuse, Outpatient Center</b>	0%	0%	0%	0%	3%	3%	2%	2%
<b>Private practice, solo</b>	0%	0%	3%	2%	2%	3%	2%	1%
<b>Hospice</b>	0%	0%	0%	0%	1%	4%	1%	3%
<b>Other Practice Setting</b>	12%	12%	15%	24%	12%	12%	14%	21%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The inpatient department of a hospital was the most mentioned primary work establishment for NPs on average. This result was driven primarily by CRNAs and CNMs. For CNPs, primary care clinic was the most mentioned primary work establishment.*

## At a Glance: (Primary Locations)

### Patient Care Role

CRNA:	95%
CNM:	87%
CNP:	87%

### Education Role

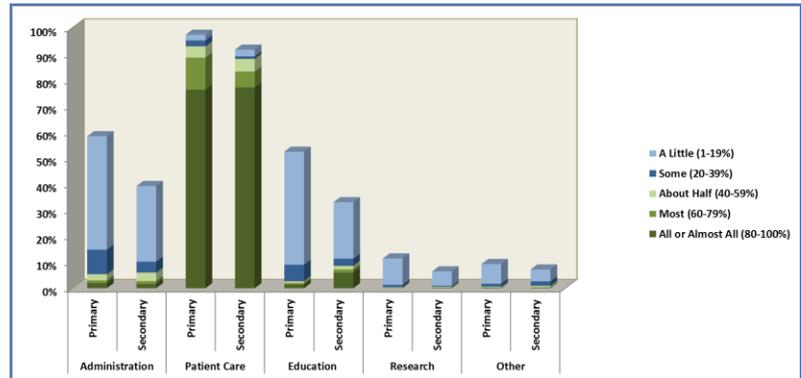
CRNA:	1%
CNM:	4%
CNP:	2%

### Admin Role

CRNA:	1%
CNM:	3%
CNP:	3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*On average, 88% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities. CRNAs were most likely to fill a patient care role; 95% of CRNAs filled such role compared to 87% of CNMs and CNPs.*

Time Spent	Patient Care Time Allocation							
	CRNA		CNM		CNP		All (2021)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	89%	91%	66%	75%	73%	74%	75%	77%
<b>Most (60-79%)</b>	6%	2%	21%	0%	14%	7%	13%	6%
<b>About Half (40-59%)</b>	1%	2%	2%	6%	5%	4%	4%	3%
<b>Some (20-39%)</b>	1%	0%	4%	2%	3%	2%	3%	2%
<b>A Little (1-20%)</b>	2%	0%	2%	2%	2%	3%	2%	3%
<b>None (0%)</b>	1%	4%	5%	13%	3%	9%	3%	8%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

	Future Plans					
	CRNA		CNM		CNP	
2 Year Plans:	#	%	#	%	#	%
<b>Decrease Participation</b>						
Leave Profession	8	0%	0	0%	105	1%
Leave Virginia	57	3%	17	5%	293	3%
Decrease Patient Care Hours	167	10%	43	13%	836	8%
Decrease Teaching Hours	3	0%	1	0%	87	1%
<b>Increase Participation</b>						
Increase Patient Care Hours	103	6%	18	5%	1,113	11%
Increase Teaching Hours	76	4%	68	20%	1,213	12%
Pursue Additional Education	72	4%	53	16%	1,479	15%
Return to Virginia's Workforce	6	0%	11	3%	63	1%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement within 2 Years**

CRNA:	8%
CNM:	7%
CNP:	5%

**Retirement within 10 Years**

CRNA:	25%
CNM:	20%
CNP:	17%

Source: Va. Healthcare Workforce Data Center

*43%, 34% and 38% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 29%, 23%, and 25% of CRNAs, CNMs, and CNPs, respectively, aged 50 or over expect to retire by the same age. Meanwhile, 2%, 6%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.*

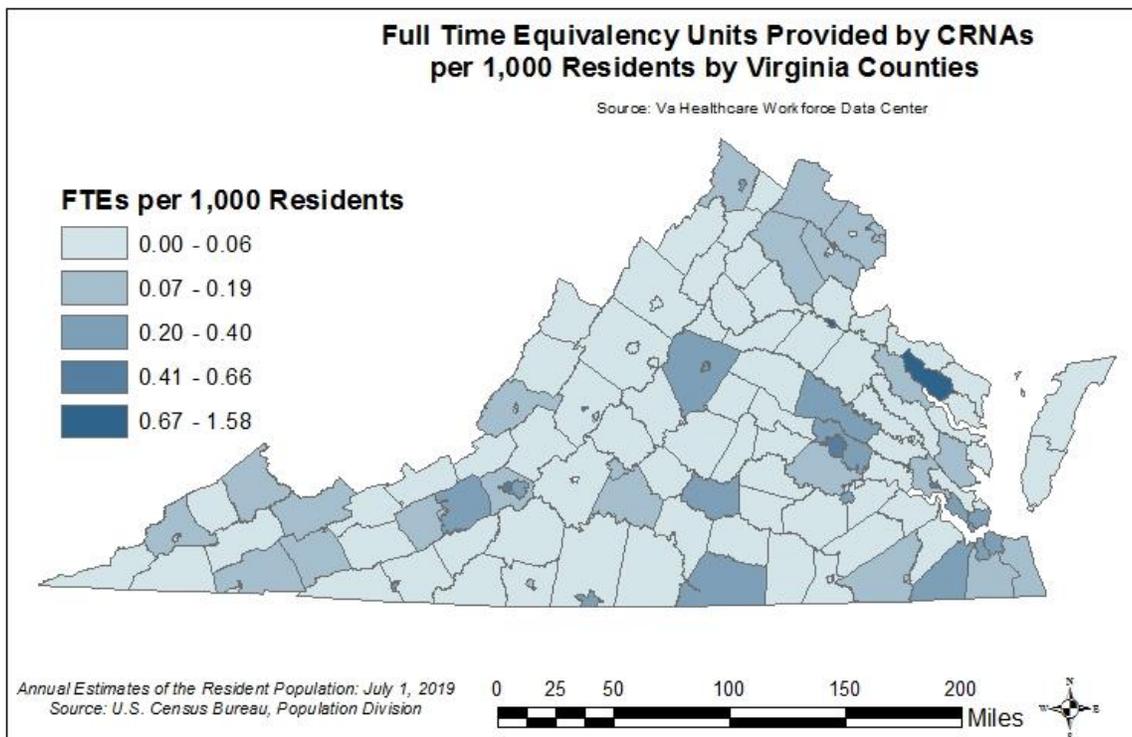
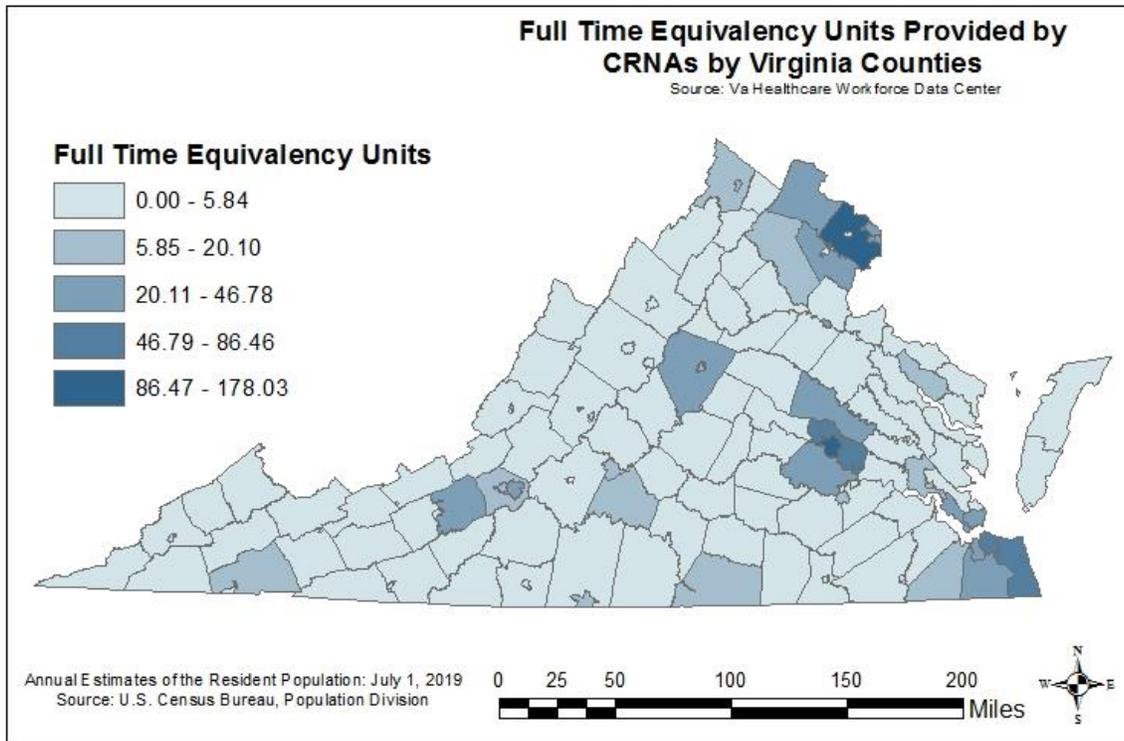
Expected Retirement Age	CRNA		CNM		CNP		All (2021)	
	All NPs	NP >50 yrs						
<b>Under age 50</b>	1%	-	4%	-	2%	-	2%	-
<b>50 to 54</b>	3%	1%	1%	0%	3%	0%	3%	0%
<b>55 to 59</b>	9%	3%	9%	8%	8%	4%	9%	4%
<b>60 to 64</b>	30%	25%	20%	15%	25%	21%	26%	22%
<b>65 to 69</b>	39%	45%	37%	47%	38%	41%	38%	41%
<b>70 to 74</b>	13%	19%	19%	26%	14%	20%	14%	20%
<b>75 to 79</b>	2%	4%	4%	1%	3%	5%	3%	4%
<b>80 or over</b>	0%	1%	0%	1%	1%	2%	1%	1%
<b>I do not intend to retire</b>	2%	2%	6%	2%	6%	8%	5%	7%
<b>Total</b>	<b>100%</b>							

Source: Va. Healthcare Workforce Data Center

Expect to retire within. . .	Time to Retirement							
	CRNA		CNM		CNP		All (2021)	
	#	%	#	%	#	%	#	%
<b>2 years</b>	109	8%	17	7%	334	5%	451	5%
<b>5 years</b>	53	4%	10	4%	224	3%	314	4%
<b>10 years</b>	156	12%	25	10%	713	10%	863	10%
<b>15 years</b>	157	12%	33	13%	783	11%	998	11%
<b>20 years</b>	196	15%	18	7%	890	12%	1,135	13%
<b>25 years</b>	164	13%	29	11%	1,054	14%	1,238	14%
<b>30 years</b>	190	15%	39	15%	1,098	15%	1,318	15%
<b>35 years</b>	160	12%	38	15%	1,030	14%	1,160	13%
<b>40 years</b>	58	4%	15	6%	547	7%	559	6%
<b>45 years</b>	17	1%	5	2%	196	3%	229	3%
<b>50 years</b>	4	0%	5	2%	79	1%	84	1%
<b>55 years</b>	0	0%	0	0%	11	0%	8	0%
<b>In more than 55 years</b>	0	0%	3	1%	9	0%	13	0%
<b>Do not intend to retire</b>	30	2%	16	6%	437	6%	428	5%
<b>Total</b>	<b>1,294</b>	<b>100%</b>	<b>254</b>	<b>100%</b>	<b>7,404</b>	<b>100%</b>	<b>8,797</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2036. Retirement will peak at 15% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.*



Note: Maps show reported work hours in primary and secondary locations of respondents who provided a response to the relevant question. Map may not reflect hours worked by all nurse practitioners licensed in the state since response rate was less than 100%.

